

Gender Pay Gap

Here at Vax we are committed to ensuring all of our staff are rewarded fairly and equally for the work they do. The gender pay gap report is an approach to comparing average earnings between males and females within the business rather than assessing direct equal pay between people.

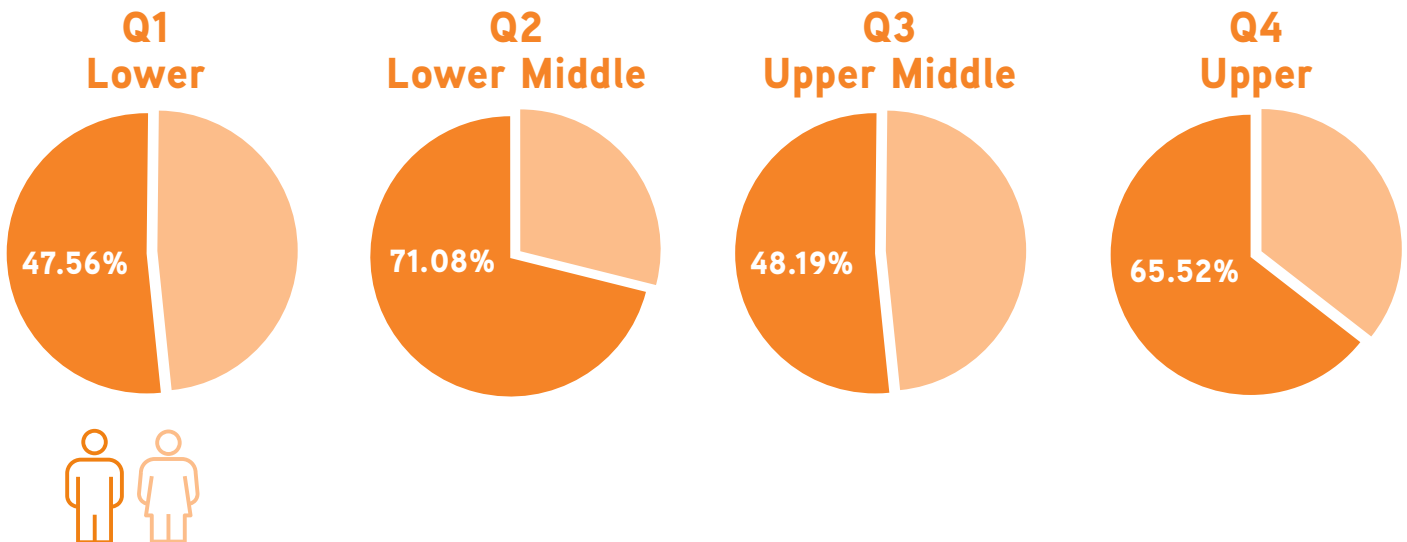
Our company findings for the snapshot month beginning 5th April 2017 are as follows:

	Mean	Median
Hourly Pay Gap*	▲18.63%	▼0.63%

*Difference between males and females

Our hourly pay gap is based on the mean and median hourly rates of pay. Our male employees earn more than our female employees on a mean average. However our median results are driven in favour of our female employees, with females earning more than males on a median basis.

Gender Pay Gap by Quartile – Male vs Female



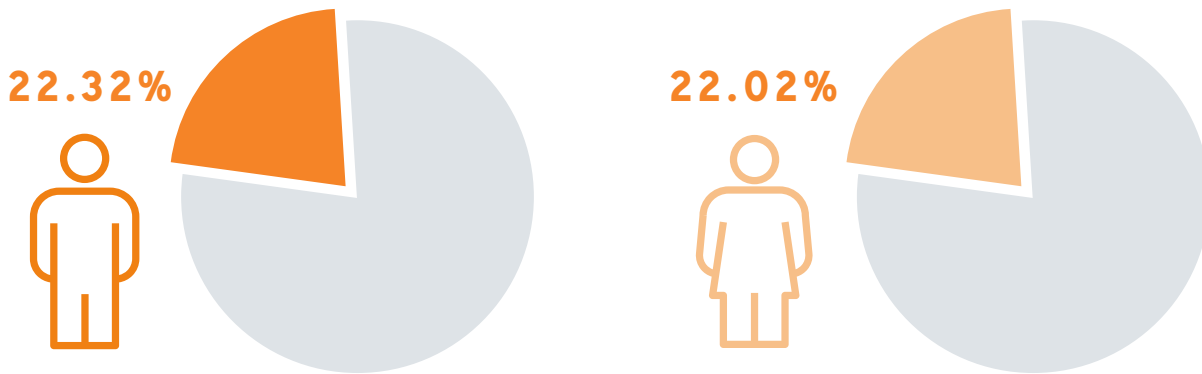
The above chart illustrates our workforce in four pay groups with the proportion of males to females within that group.

Bonus

	Mean	Median
Bonus Pay Gap*	▲42.12%	▲43.40%

*Difference between males and females

Proportion Of Employees Receiving A Bonus In Period



At Vax we are committed to ensuring that we offer the same pay to people working in the same roles with the same level of responsibility, regardless of gender. The snapshot data reflects 335 employees to which 58% of our business is male. We recognise that we need to do more to create greater diversity between males and females in the pay quartiles of our business. We are committed to create opportunities for progression in the many job roles we have within our workforce.

I confirm that the data reported is accurate and has been reported in line with the gender pay gap regulations 2017.

David Winterbottom – President TTI Floorcare EMEA